

**Code of Conduct against all forms of racism, discrimination, harassment and bullying in
the Catholic Student Community (KSG) Edith Stein Berlin
(as of 16/6/2023)**

*(adopted by the community assembly on 12/01/2020,
with amendments re-adopted by the community assembly on 24/5/2020,
extended by resolutions of the community assembly on 30/5/2021 and 16/6/2023,
linguistic revision¹ on 10/7/2025)*

We, the Catholic Student Community (KSG) Edith Stein Berlin, acknowledge it as our duty to provide a safe, respectful and inclusive environment for all members of our community. We expressly do not tolerate any form of racism, discrimination, harassment or bullying on our premises or online. This also explicitly applies to queer hostility and homophobia.²

For this reason, we have established this Code of Conduct.

I. Target group

The activities of the KSG Berlin are aimed at students and other members of Berlin's universities, colleges and universities of applied sciences (cf. Articles of Association §1, Statute §2). Therefore, they have a target group-specific profile that determines the group of participants for the respective activities.

For individual KSG Berlin activities, the group of participants may be expressly limited if the subject matter or other reasons suggest it. The aim is to create "safer spaces" for participants. These restrictions will be communicated transparently.

II. Scope

All members of our community, both online and offline, are required to comply with this Code of Conduct.

For the purposes of this Code of Conduct, members are defined as:

- Offline members: Individuals who participate in official or spontaneous activities organised by the community in Berlin or elsewhere
- Members online: Followers and subscribers to the community's social media channels, website and online newsletter.

¹ On 10 July 2025, the students of trust and full-time staff carried out a linguistic revision (approved by the Community Council on 27 October 2025).

² See the resolution of the Community Council from 16.6.2023: "Commitment to a queer-friendly KSG".

This Code of Conduct applies in particular:

- to all activities of the community, such as masses, prayers, community evenings, cooking sessions, dinners, parties, excursions, retreats, trips from one place to another, meetings, gatherings and planning, both within the KSG premises and elsewhere
- when exchanging messages on social media channels, by email and messaging apps

III. Standards of conduct

All members are responsible for promoting a safe, respectful and inclusive environment by

1. treating all members and guests with dignity, politeness and respect
2. respecting cultural, ethnic, religious, gender and sexual preferences
3. behaving in a friendly, fair and polite manner at all times
4. immediately reporting violations of this Code of Conduct, whether against themselves or another person, to one of the students of trust, a member of the Community Council or the community's full-time staff
5. maintaining confidentiality when complaints are filed or investigated

IV. Unacceptable behaviour

Members of our community **must not, in particular:**

- a) discriminate against, disadvantage or attack a person or persons directly or indirectly³ on the basis of:
 - origin and ethnicity
 - age
 - physical characteristics
 - disability
 - sexual orientation
 - gender identity
 - marital status
 - relationship status
 - pregnancy
 - parental status
 - family obligations
 - political beliefs or affiliation

³ **Direct discrimination** occurs when a person is disadvantaged on the basis of a characteristic or attribute by being treated differently in a comparable situation than a person without that characteristic.

Indirect discrimination occurs when apparently neutral conditions, requirements or practices disproportionately disadvantage a person or group who share an attribute according to the categories listed in IV. a) or who are assumed to share it. Indirect discrimination can also arise when all persons are formally treated equally, but actual differences are not taken into account, thereby disadvantaging certain groups.

- political activities
 - religion or religious affiliation
 - religious activities
 - irrelevant entries in the criminal record
 - irrelevant medical information
 - Association with a person who is assumed to have one of these characteristics
 - Other personal characteristics
- b) abuse another person (verbally, physically or in writing – including online) or threaten to abuse them
 - c) intimidate, threaten or harass another person
 - d) physically or sexually assault another person
 - e) sexually harass another person with unwanted or intrusive behaviour
 - f) harass, isolate or humiliate another person
 - g) victimise, treat unfairly or threaten another person because they have made a complaint or witnessed an incident
 - h) behave inappropriately or unethically

V. Consequences

A violation of this code of conduct may result in the following consequences:

- a) A first warning from the students of trust, three members of the Community Council or the full-time community leader.
- b) Temporary suspension of participation in community activities and/or temporary blocking of the violator's account on community social media communication channels. The majority of the members of the Community Council shall decide on the details of the suspension or the lifting of the suspension. In the event of a tie, the full-time community leader shall decide.
- c) Permanent ban on participation in all activities of the KSG and/or on its social media channels. The details of the permanent ban or the lifting of the ban shall be determined by a majority of the members of the Community Council. In the event of a tie, the full-time community leader shall decide.
- d) In cases relevant to criminal law, the violation must be reported to the police.

In the event of serious violations, the full-time community leader may exercise its domiciliary rights.

Annex:

Commitment to a queer-friendly KSG (resolution of the CC on 16.6.2023)

In our Code of Conduct, we as KSG acknowledge it as our duty to "provide a safe, respectful and inclusive environment for all members of our community. We expressly do not tolerate any form of racism, discrimination, harassment or bullying on our premises or online." This also explicitly applies to queer hostility and homophobia.

Anti-queer hostility and homophobia are forms of exclusion and discrimination that we do not accept. Instead, we are committed to ensuring that the KSG is a queer-friendly space.

In concrete terms, this means that we do not tolerate any hostile comments against queer people on KSG premises. Nevertheless, should there be incidents of anti-queer hostility in the KSG, we ask anyone who experiences or witnesses such an incident to speak to appointed trusted representatives or full-time staff so that we can support those affected and resolve the issue. Furthermore, we are committed to offering a wide range of spiritual and theological programs that include queer and gender-sensitive perspectives.

Our pastoral care services are open to all queer students and university members. The KSG pastoral care team holds no judgment about queer lifestyles. We are aware that queer people are exposed to minority-based discrimination and hostility in church and non-church contexts, including conversion therapies and other forms of religiously motivated manipulation and psychological violence. People who have had such experiences can reach out to us, as can those affected by any other form of spiritual abuse. With our counselling services, we want to help them experience support, recognition and appreciation.